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PRESIDENT HICKEY TURNS OVER THE GAVEL TO PRESIDENT-ELECT BURNS IN PHILADELPHIA

THE CONFERENCE BULLETIN
of the
National Conference on Social Welfare
22 West Gay St., Columbus 15, Ohio

The National Conference on Social Welfare is a voluntary association of individual and organization members who have joined the Conference to promote and share in discussion of the problems and methods identified with the field of social work and immediately related fields. The Conference is a forum for such discussion. It does not take an official position on controversial issues and adopts no resolutions except occasional resolutions of courtesy.

President: Eveline M. Burns, New York City
Treasurer: Arch Mandel, New York City
Executive Secretary: Joe R. Hoffer, Columbus, Ohio
Editor of the Bulletin: Eula Wyatt, Columbus, Ohio

SUMMER, 1957

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1957—A Year of Paradoxes and Dilemmas

This statement is a substitute for the traditional Annual Report of the Executive Secretary. It is believed that the paradoxes and dilemmas faced by the National Conference on Social Welfare reflect more accurately the activities of the Conference and indicate the problems which must be resolved in the near future.

Paradoxes and dilemmas are constantly with us—in our individual lives or in the daily operation of a social welfare organization. The NCSW is no exception, and as we examine the past and try to chart the future, certain ones stand out clearly. Since the NCSW is an integral part of the social welfare scene, the paradoxes and dilemmas facing it are inextricably intertwined with those faced by the social work profession and the social welfare field.

A paradox is an assertion seemingly contradictory but that yet may be true in fact. Here is it used to characterize the contradictory demands of Conference members. A dilemma, for the purpose of this discussion, can be any difficult choice in which any decision appears to offer both advantages and disadvantages.

Charlotte Towle has stated the major paradox faced by the social work profession rather succinctly: "Social work by its youth and nature, has had a peculiar problem in being expected to be all things to all men. Consequently, it has served beneath and beyond its capacities."¹

Another apparent paradox was posed in the recent Arden House Conference in the question, "Can the social worker be a champion of the underprivileged and at the same time be a (detached) scholar?"

Katherine Kendall in a provocative article reports that "paradoxes abound when social work education is under fire."²

¹Charlotte Towle, "The Learner in Education for the Professions," Chicago, University of Chicago Press, 1954, page 16
²Katherine A. Kendall, "Orthodoxy and Paradoxes: Dilemmas of Social Work Education" in *Social Work*, July, 1956

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Our New President

Dr. Eveline M. Burns, Professor of Social Work, New York School of Social Work, Columbia University, is well known as a social economist, lecturer and the author of many articles and books particularly in the field of social security. Dr. Burns is a naturalized American citizen. She was born in London, England, attended the London School of Economics of the University of London and was a member of the faculty from 1921 to 1928. She was married to Arthur Robert Burns in 1922. She came to this country in 1926 as the holder of a Laura Spelman Rockefeller fellowship. She served as administrative officer in the Ministry of Labor 1917 to 1920, as a member of the graduate department of Economics at Columbia University, 1928 to 1942, as the chief of the Economic, Security and Health Section of the National Resources Planning Board, 1942-43. She was the Anna Howard Shaw lecturer at Bryn Mawr College in 1944 and visiting professor at Princeton University, 1950-51. She was awarded the Adam Smith Medal in 1926 for outstanding research in economics.

In recent years, she has served as consultant to the Social Security Administration, the United States Treasury, the Federal Reserve Board, the New York Department of Labor and the National Planning Council, as one of a group of consultants on Social Security to the Secretary of Health, Education and Welfare and as a member of the Federal Advisory Council on Employment Security and as chairman of the Council's Benefit Financing Committee.

She was elected Vice-President of the American Economic Association, 1953-54 and secretary of the National Conference of Social Work, 1950-51 and its first vice-president, 1955-56. She is vice-president and past president of the Consumers League of New York and a member of the Board of the Women's City Club, member of the Central Co-ordinating Committee of the Community Council of Greater New York, of the Social Studies Committee of the American Association of University Women and of the Policy Committee of the American Public Welfare Association. She was a member of the Technical Advisory Committee of the White House Conference on Children, 1950 and Vice-President of the American Association for Social Security from 1935-43. In 1955 she was consultant to the Social Affairs Division, United Nations in Geneva. During 1954-55, Dr. Burns traveled in Europe on a Guggenheim Fellowship and held the Simon Visiting Professorship at the Manchester University in England during the summer term of 1955. Her published works include: "Wages and the State" (1926), "The Economic World" (1927) jointly with Arthur R. Burns, "Toward Social Security" (1936), "British Unemployment Programs" (1942), "The American Social Security System" (1949) and "Social Security and Public Policy" (1956).

Annual Forum Dates and Locations

85th Annual Forum — Chicago	May 11-16, 1958
86th Annual Forum — San Francisco	May 24-29, 1959
87th Annual Forum — Atlantic City	May 1-6, 1960

PRESIDENT'S MESSAGE

I am sure that every incoming President must have felt as I do: deeply grateful to the members of the Conference for the confidence they have expressed and the honor they have conferred, but at the same time fearful lest one fail to live up to the standards set by one's distinguished predecessors, and to the expectations that the country has a right to form of those whom this great conference has elected to office.

For it is no idle boast to say that the National Conference is unique and that its potentialities are immense. These are obvious facts that flow in part from its mere size, but much more from its composition, uniting as it does in a non-political atmosphere, public and private welfare at the national, state and local levels, sectarian and non-sectarian agencies, educators and practitioners, lay and professional workers, the trained and the untrained professionals, the most senior and the most junior. Such a body should, through its Annual Forum, be able to give leadership to the country as a whole in all that pertains to welfare. As the Parliament of Welfare, we should be drawing the nation's attention to new or emerging problems as well as old ones still unsolved. We should be indicating priorities of need and evaluating the effectiveness of social efforts, actual or potential, to improve the well-being of the people of America, whether these take the form of mass programs or specialized methods of individual treatment. Nor should we be afraid of drawing attention to the social problems which cannot be solved by social welfare measures as such or to the extent to which some of our approaches are too limited in scope or objective, emphasising palliation rather than prevention. Progress is often made as much by a frank exploration of the reasons for failure as by concentration on areas where success has been achieved.

The challenge to the Conference, as I see it, is continually to reassess the use we make of the Forum against these objectives. Do our programs as yet reflect the full implications of our change of name? In view of the growth of strong national welfare agencies, either those cutting across all fields, such as the National Social Welfare Assembly, the National Association Social Workers and the American Public Welfare Association, or the more functionally specialized, such as the Family Service Association of America, the Council on Social Work Education, the United Community Funds & Councils, the Child Welfare League of America and the like, can we truthfully say that the National Conference, through its Forum programs, does a job that it, and only it, could do? I suspect that we could as yet give only a qualified affirmative answer to these questions.

Ours is a democratic Conference and what it does or does not do will depend on the interest and wishes of the membership. It is up to each of us to do what he can to ensure that the Conference Forum not merely provides for refreshment of our own spirits and the improvement of our own job performance by the opportunity to meet and compare experiences with our colleagues in welfare, but also serves as the occasion for speaking to the nation as a whole in the name of welfare, regarding social needs and the effectiveness with which they are met. Toward this end I pledge you my best efforts.

Eveline M. Burns

RESULTS OF 1957 ELECTION

President: Mrs. Eveline M. Burns
First Vice-President: Frank Weil
Second Vice-President: Robert MacRae
Third Vice-President: Robert Bondy
Secretary: Chester L. Bower

EXECUTIVE COMMITTEE

Region I—Harry M. Carey
 Region IV—David G. French
 Region VII—Bill Child
 At-Large—Wilbur J. Cohen, Clara A. Kaiser, Mrs. Justine Wise Polier, Karl Stern

Committee on Nominations

Region I—Helen M. Alvord
 Region IV—Esther Test
 Region VII—Mrs. Frances Goodall
 At-Large—H. E. Chamberlain, M.D., Dorothy Farabee, M.D., Ralph D. L. Price, Cecile Whalen

Section I—Services to Individuals and Families

Chairman: Phyllis Osborn
Vice-Chairman: Mrs. Helen Harris Perlman
Members of Section I: Mrs. Margaret D. Brevoort, Mrs. Edwin J. Kuh, Jr., Ben S. Meeker, Mary A. Young

Section II—Services to Groups and Individuals in Groups

Chairman: Helen U. Phillips
Vice-Chairman: Jack Stumpf
Members of Section II: Elizabeth A. Campbell, Helen E. Heydrick, Bernard R. Marks, Dorothy J. Royce

Section III—Services to Agencies and Communities

Chairman: Ray Gordon
Vice-Chairman: Riley E. Mapes
Members of Section III: H. Aubrey Elliott, Jessie B. Johnson, Mrs. Louis A. Pollock, Mrs. Margaret Rule

NEW NCSW PUBLICATIONS

Available late in this year:

Social Welfare Forum, 1957.....	\$5.00
Casework Papers, 1957.....	2.00
Group Work Papers, 1957.....	2.50
Planning Social Services for Urban Needs.....	2.50

Now available:

Trends in Social Work—revised, 1956.....	5.75
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New Consultation Service for NCSW

At the close of the Philadelphia Forum our Public Relations consultant, Frances Schmidt, severed her relations with the Conference to devote her full time to the position which she had accepted some time previously with the Pennsylvania Department of Welfare.

The Conference has made an arrangement with the National Publicity Council for Health and Welfare to act as our public relations consultants. This relationship between the Conference and the National Publicity Council seems most appropriate and should be most profitable in the promotion of social welfare understanding.

Recordings Available

Three recordings from the Philadelphia Forum are available for loan to members who are interested in using them for group meetings.

They are: "The Annual Meeting of Members", the talks by Max Lerner and Otto Klineberg. The two latter ones will be published in the official proceedings, Social Welfare Forum, 1957 in their edited form. We have but one tape of each of these, recorded at 3%. Priority will be given to requests as they are received.

CHICAGO OUTLOOK

Chicago will provide a simple, compact group of facilities for the 85th Annual Forum, May 11-16, 1958. All meetings will be held in the Sherman Hotel, the Morrison Hotel, the Hamilton Hotel and the Opera House on North Wacker Drive. There are sufficient sleeping rooms in the Sherman, Morrison and Hamilton hotels.

Major services and activities will be divided between the Sherman and Morrison hotels. Registration and a large group of exhibits will be at the Sherman. Other services and some exhibits will be at the Morrison.

Your Participation Analysis Form

All NCSW members are aware of the fact that we are attempting to discover who our members are, where they work and what kind of work they do. Each member received a questionnaire last May from which we are compiling the data. Many have been returned, but not all. If you haven't returned yours, will you please do so now?

EXECUTIVE COMMITTEE

Three major items occupied the attention of the Executive Committee when it met in Philadelphia on the Saturday before the opening of the Annual Forum and on the closing day.

The first was possible modifications in the Annual Forum program and structure, with special emphasis on the relationships of the Conference and its Associate Groups and what their part in the Annual Forum should be. This has been of increasing concern to the NCSW Executive Committee over the past year, as well as to the national organizations. As reported elsewhere in this issue, it formed the basis for discussion at the annual meeting of NCSW members on Wednesday, May 14.

Among the questions which have been raised are:

1. What should be the emphasis or major focus of the program of the Annual Forum?
2. What are the criteria for determining the subjects to be covered in meetings planned by the NCSW Program Committee and those dealt with in Associate Group Meetings?
3. What changes in the conduct of meetings should be introduced?
4. Should national organizations be encouraged to hold their own national conference in conjunction with the Annual Forum?

The Executive Committee decided that, nearly ten years having elapsed since the Conference Study Committee produced its recommendations, it would be appropriate to undertake a major study of these and related questions. The appointment of a committee to be responsible for this is now under consideration.

The second problem faced by the Committee was that of NCSW finances. The letter to the members from Arch Mandel, Conference Treasurer, goes into some of the issues involved and outlines the conclusions reached by the Committee.

Finally, the Committee decided that the rather informal relationship in effect between the National Conference and the International Conference of Social Work needed to be evaluated and either formalized in its present form or modified in the light of the current needs of the two organizations.

NCSW AWARDS

Two National Conference on Social Welfare Awards for 1957 for outstanding contributions in social welfare were presented by Margaret Hickey, Conference President, at the General Session on Monday morning, May 20, 1957, at the Philadelphia Annual Forum. The recipients were selected by the Executive Committee on the basis of nominations received from Conference members, the Associate Groups, and State Conferences of Social Work.

The awards consist of plaques suitable for hanging on the wall. The recipients and their citations were as follows:

For his outstanding contribution to the development of sound public welfare in this country. During more than twenty years of service with the federal government he played an indispensable role in shaping our social security programs. His unique contribution has been in bridging the gap between the inner sanctum of "expertise" and the laymen who make public policy—a need that becomes increasingly important as questions of public social policy grow in complexity. He has done this through his own exceptional combination of personal qualities and general background, which secured for him the complete confidence of members of Congress, the Administration, including both parties, and the social welfare field—WILBUR J. COHEN, Ann Arbor, Michigan.

For his outstanding contribution to human welfare in this country by dramatizing for the Nation the effects of segregation and successfully speeding up the ending of one form of discrimination in the country as a whole. He has made creative use of the self-help principle in getting a large number of Negroes to band together to try to improve their own status. In so doing he has exercised firmness and consistency in leadership, with the result that the members of the group have demonstrated a truly remarkable degree of self-discipline—REVEREND MARTIN L. KING, JR., Montgomery, Alabama.

Conference members are urged to submit their suggestions of persons or organizations to receive the 1958 Award. Special forms can be secured from the NCSW office in Columbus. Since the selection will be made at the November meeting of the Executive Committee, it is important that all suggestions be received during the summer and fall.

PROGRAM OF 1958 ANNUAL FORUM

The 1958 Program Committee has already held one meeting devoted mainly to orientation of the members to the big job which lies ahead of them and some preliminary discussion of possible theme and subject matter for the Chicago Annual Forum. Following a summer of searching out program ideas in all parts of the country and from as many sources as possible, the Committee will get down to its serious business on September 27.

Conference members are urged to send their suggestions for the program to the NCSW office in Columbus or New York at an early date. All such suggestions will be duplicated and circulated to the appropriate members of the Program Committee, but in order for them to receive adequate consideration they should reach us before the September 27 meeting.

Members are also reminded of the arrangement for submitting abstracts of papers they would like to present at the Annual Forum. Abstracts should not exceed 300 words in length and must be received by October 1. They should be accompanied by a statement indicating that a complete text will be available in advance if requested and information as to whether or not the author could, if invited, be present in Chicago to give his paper in person.

A LETTER TO NCSW MEMBERS

Dear Member:

This fall you will have an opportunity to vote on a question which will determine the future development of the National Conference on Social Welfare and its services to you.

First, let me share with you some brief background information about this important ballot.

The Conference derives its income from four sources:

1. Membership
2. Registration fees at the annual Forum
3. Exhibits at the Forum
4. Sales from publications and other items.

Over 70 percent comes from the first two items.

In preparing the annual budget the income from these various sources is carefully estimated. The final figures are based on past experience. The Conference tries its best to set up a "safe" budget, but this has been increasingly difficult to attain in recent years. For example this was a banner year for attendance at the Annual Forum. Philadelphia was one of our largest forums and was attended by over 6,500 people. Yet, this good news is offset by the fact that the Conference faces a small deficit in this year's budget. Every effort will be made to reduce it or eliminate it — but essential operating costs are going up much faster than income.

In 1956 the Conference suffered a considerable deficit due mainly to a relatively low attendance and registration at the Annual Forum in St. Louis. As a result, the Conference had to turn to its limited Annual Forum reserve to make up for this. This practice cannot continue.

Although the size of the Conference staff has remained stationary since 1949, new services have been added to bring about increased participation and more widespread activity on the part of the membership in the Conference. Now there is a need to take advantage of new methods, new facilities and devices to enhance the value of the meetings at the Annual Forum. These improved services would have direct benefits to all members — but to achieve them more funds will be needed.

How can the Conference, therefore, count on a balanced budget year after year and introduce vital improvements into its present program? The Executive Committee examined this matter at great length. They unanimously agreed that there is but one answer — a continuing membership at higher dues and an increase in registration fees as of the 1958 Annual Forum.

As a member of the Conference, you'll be asked this fall to vote on the subject of increased membership dues. This will be the first such increase since 1949. We believe that your acceptance of this proposal by the Executive Committee will lead to a Conference which will be more meaningful, more attractive and more worthwhile to you and all our members.

ARCH MANDEL, *Treasurer*

ANNUAL MEETING OF NCSW MEMBERS

Several hundred NCSW members attended the annual membership meeting in Philadelphia on Wednesday afternoon, May 22, under the chairmanship of Margaret Hickey, Conference President.

The first part of the meeting consisted of a presentation by Maurice Hunt, member of the NCSW Executive Committee. He outlined the need of the Conference for continuing financial support and explained that with the present scale of membership dues and registration fees it is difficult for the NCSW to balance its budget even with a large Annual Forum attendance, because of increasing costs. He pointed out that 70% of the Conference's income comes from registration fees and membership dues and reminded the members that any change in dues could only be recommended by the Executive Committee. It would have to be voted on by the members before going into effect. (The final decision of the Committee on this matter is outlined in the letter from Arch Mandel, NCSW Treasurer above.)

A panel discussion of the subject "How Can The Annual Forum Best Meet the Basic Problems and Issues in the Social Welfare Field?" under the chairmanship of Leonard Mayo, former President of the Conference, made up the second part of the meeting. Three different points of view as to directions in which the Annual Forum might move were presented.

Fern Colborn of the National Federation of Settlements and Neighborhood Centers urged that the program of the Annual Forum should give major consideration of the broad economic and social issues of our times. She felt there were two reasons for this: (1) an understanding of the issues is

essential to social workers as a tool in their professional practice; and (2) for the welfare of society itself. She ended her statement with the opinion that the Annual Forum where social workers come together each year, is the natural place for discussion of these issues and asked where this would be done, if not at the Annual Forum.

Mrs. Margaret Twyman of the Association of Junior Leagues of America said she felt the lack of a thread running through the Annual Forum program, something that would tie the diverse parts together. She suggested that the Annual Forum was the place where common goals should be reviewed and the generic foundation of all social work emphasized. She felt this was important as a basis for citizen understanding of the field and its common problems and also as a way of enabling each attendee to get a deeper understanding of the entire field.

Joseph H. Reid of the Child Welfare League of America expressed the view that emphasis on economic and social issues and on the generic aspects of social welfare, while desirable, has been overdone in recent Annual Forum programs. He said that people think in terms of their own jobs, and in order to attract them to the Annual Forum, there must be a sufficient amount of specialized and technical content which they can see as being directly related to their own work. He felt this was an important factor also in decisions by agency boards as to whether or not to send staff members to the Annual Forum. In particular, the Child Welfare League was concerned at the limited amount of time available under the present structure for meetings under the auspices of individual Associate Groups.

In the concluding discussion Mr. Mayo commented that in many types of activity, including planning a forum program, there are often wide differences between what people need, what they want and what they get. He felt the task of the Conference was to reconcile these to the greatest extent possible, recognizing that with the heterogeneous membership of the NCSW, it would always be impossible to satisfy everyone completely.

84TH ANNUAL FORUM IN REVIEW

When the National Conference held its forum in Philadelphia for the third time in its history, the theme "Expanding Frontiers in Social Welfare" seemed especially appropriate to the setting. The points of historic interest constantly reminded attenders of the early democratic foundations of our society; modern buildings, incongruous beside the ancient landmarks, symbolized the great changes that have been made and gave a fitting background for examining our expanding frontiers.

General Sessions

The program committee deviated from the established time schedule and set the opening general session for late Sunday afternoon following the reception at 4:00. The result was some confusion in the Museum where many people were meeting Conference personalities in the receiving line, chatting with old friends and new acquaintances while they drank coffee, and trying to register in a comparatively small space. It was a pleasant confusion however, and an unusually large audience finished these preliminaries and gave a positive response to the opening session addressed by Pennsylvania's governor—George Leeder.

The governor's subject was that of the theme of the forum. He said that the most promising frontier that social workers face is the frontier of individual action as citizens. He urged that they climb down from their ivory towers of political inaction and cooperate with politicians to back important welfare programs. If they can cross this frontier, other frontiers will expand rapidly and we will live to see the day when there is dignity for every American.

Monday morning's general session on the subject, "Perspectives in Social Welfare," was opened by the Presidential Address. Miss Hickey spoke from her background as "a lawyer by profession, an editor by chance and a volunteer social worker by choice." She said we all share in the world's problems. We can afford to set our social welfare houses in order. We do not do either because we do not understand the needs or we lack the courage. We need the 'near look and the far vision' based on a passionate belief in the individual human spirit and its need to rise above the meanness and the poverty about us. We have lost much of the urgency felt in the depression and war days. We need to recapture the richness of spirit so often lost in paper work and the underbrush of a technical jungle. We must discover ways to work where social welfare is "little thought of and less appreciated." People need help in resisting the depersonalization inherent in industrialization, urbanization and automation. Social workers must give this help. A deeper love and appreciation for humanity is not ruled out by specialization. The appalling lack of social workers must be met by securing public acceptance, by more efficient use of the workers we have and by increased use of volunteers. With the near look and the far vision we shall discover new frontiers in widening knowledge and honest, critical judgments.

Miss Hickey asked three professional social workers to speak on her subject. Mrs. Katherine Kendall, representing services to individuals and families, spoke of the distinguishing features of social work as

a profession and said that we look with confidence and security into the expanding horizons of social welfare and fall into step with other professions in meeting the new demands for a changing society. Dr. Nathan Cohen gave the perspective of group work from a professional viewpoint and spoke of the problems of group life in America. Robert MacRae gave a professional perspective of the workers in services to agencies and communities.

The third General Session on Monday night was on the subject "Expanding Frontiers in Public Welfare." Wilbur Cohen spoke on "The New Federal Social Security Legislation and the American Economy." He took stock of the social security legislation now on the federal law books—the public acceptance and the complacency against which we must now struggle for expansion and change. He gave a comprehensive analysis of the gains made and the needs remaining. He said, "As our nation expands its knowledge and productivity, we aim to attack more vigorously than ever before the five giants on the road ahead of us: Ignorance, Squalor, Disease, Involuntary Idleness and Want. The conquest of these giants is ever coming more closely within our reach. We believe that we can make great strides toward this goal in our life time. I believe then we can and we will do so."

Loula Dunn followed with a presentation of the Potentialities of the Federal legislation for State and Local Public Welfare, and Arthur Kruse spoke on its implications for Voluntary Agencies.

Wednesday morning's General Session on the subject of The Changing American Family—its Challenge for Social Welfare had for its program a major address by Reuben Hill, research professor in Family Life at the University of North Carolina followed by discussions by Rev. John L. Thomas of St. Louis University and Martin Loeb of the University of California at Los Angeles.

Mr. Hill said that the American family is as important as ever in the basic business of reproduction and child care from infancy to adulthood. The new American family places more emphasis on shared responsibility, companionship and the expression of the personalities of its individual members.

Desegregation and Integration was the timely subject of the Wednesday evening presentation by Otto Klineberg, Professor of Psychiatry at Columbia University. He said that the Supreme Court decision of May 17, 1954 represents the greatest tribute in history to psychology and related social sciences. Chief Justice Warren said that developments in psychology since the decision of 1896 have justified this reversal of that opinion. These developments he pointed out as (1) any difference in behavior between negroes and whites cannot be attributed to unborn psychological differences (2) the discriminatory environment in which negro children are brought up produces severe personality damage.

Mr. Klineberg said social workers must show themselves deserving of the compliment paid them by the Supreme Court.

The forum ended on a high note with the general session Friday morning at which Max Lerner talked on "Social Welfare Links to Social Values and Cul-

ture." In a dramatically inspiring talk he reviewed the factors of our present day civilization. He said it presents a paradox. "It is revolutionary in change—never has so much power possibility been collected in one bursting package. At the same time we are scared into conservatism. Beside the scientific changes in gadgets and facilities there is social and intellectual rigidity. We have developed a conformist personality in a runaway age. We want the sense of newness and of change and yet we are afraid of the radicals and the liberals. We are afraid of civil rights and of the idea that the collected energies of our people can go toward assuring the basic life needs for all the people. We must move from the sense of whatness to the sense of whoness. We need to take stock of the values in which we believe and to which we are committed."

Chairmen of the Sections and Common Service Committees reported on their meetings.

Section I. Services to Individuals and Families, was responsible for 22 meetings and sponsored one of the three Eduard C. Lindeman Memorial Lectures. This lecture, "Social Work As A Force in Producing Cultural Change," was delivered by Professor West-on LaBarre from Duke University.

In the Section meetings an attempt was made to achieve balance between presentations dealing with experiments and novel approaches in the practice of social casework, reports on recent experiments and significant research, papers dealing with the social policy implications of practice developments, and the effect upon practice of recent social security legislation.

While it is difficult to say which of these many presentations were particularly significant either from the point of view of the impact on the audience or from the point of view of their being significant contributions to the wisdom and experience of the profession, there are, nevertheless, some presentations which stand out.

Topics noteworthy are: Family Diagnosis and the Basis in Social Science Theory for It; The Role of Service in Public Assistance; Reports on Research Recording; proposals for A Fee Policy; discussions of the Service and Planning Needs of the Aged; The Role of Social Work in Rehabilitation; and an examination of Mary Richmond's Conceptual Approach Toward Treatment. All these would seem to be a testimony to Section I's concern with continuity by linking new thinking and new findings with well established and tested practices and ideas, by providing opportunities for enriching and improving practice, by presenting novel approaches to well established problems. Section I thus focused on new areas of practice and highlighted throughout all these presentations the preventive component of social casework.

Werner Boehm.

Section II. The Group Work problems and developments considered at the 1957 National Conference Forum sessions may be summarized under four broad points:

1. Considerable basic knowledge about groups is now available and should be more generally utilized by group workers.

Dr. Edgar F. Borgatta of the Russell Sage Foundation outlined in a Lindeman lecture, "What Social Science Says About Groups."

As Harleigh Trecker commented, "This orderly summation of new knowledge about groups and group behavior has provided a fresh and vigorous challenge."

2. Significant fresh developments hold great promise for improved work with groups.

Emerging patterns of group work practice, with the emphasis on fresh, new developments and on common elements of practice across specializations were considered in a series of smaller meetings in which reports were given on work with groups in Boston, Minneapolis, Cleveland, San Francisco & New York City.

3. Experiments in metropolitan "inner-city" problem areas, and in rapidly growing suburban communities, open new horizons.

The Roxbury Youth Project in Boston was used as a case study. Dr. Walter B. Miller, an anthropologist, gave a vivid analysis of what life is like in such depressed areas. David M. Austin described the techniques, methods and skills which proved effective.

Descriptive and analytical materials were presented about rapidly growing suburban communities around Philadelphia.

Group work in rural areas has yet to achieve a definite focus, at least in National Conference Forum sessions. Most people interested in rural life are "rural life conscious" rather than group work conscious.

4. The common factors and the differences of group and other related disciplines are becoming more clearly defined and utilized.

Group work has more in common with other methods in social work than most professional workers have realized, if Helen Phillips analysis is correct. It may be that with much in common, the differences in philosophy which exist have not yet been clearly identified.

The components of practice which distinguish group work from other approaches to groups, and to other aspects of social work, were analyzed by Clara A. Kaiser. Ray Johns.

Section III covered the following subjects: Mental Health, Community Organization, Delinquency, Commissions on Aging, Public Welfare, Housing and International Social Services.

The mental health meetings emphasized that mental health is a concern for all. The Joint Commission on Mental Illness and Health, through its projects and research, is endeavoring to secure data to prove perspective and knowledge of the health field, to point to the areas of greatest need, and to help to define agencies' functions.

The need for staff in mental health agencies is critical. All states are developing many ways to train and recruit staff. Scholarships for psychiatrists, social workers, psychologists and nurses are made available through state legislative planning and special funds. By properly staffing hospitals, clinics and guidance centers it was believed the need for beds would decrease. Emphasis was placed on the need for research along with training.

The community planning groups raised the following questions: What are the functions of the Council of Social Agencies and Coordinating Councils? How are priorities defined and selected for community planning? What is the responsibility of public agencies to support existing Councils of Social Agencies? Are public agencies carrying out the tremendous responsibility which they should in the job of total community planning?

In the housing meeting it was pointed out that social workers can and must do more in the housing programs.

The groups on delinquency emphasized that there is no single method for preventing, treating or curing it. But it must be confronted with boldness and imagination. The three primary social groups—family, church, and school—which are the bulwarks of our society must be maintained and strengthened and it must be recognized that authority does play an important part in our living today.

Research should be going on to show if state-wide systems of services for youths is needed. Lillie H. Nairne.

The Committee on Planning Meetings in Social Welfare held two concurrent sessions on Monday and two on Wednesday which were a repeat of the Monday meetings. One of the speakers represented industry, the other professional social work.

Mr. Charles Clarke of the Ethyl Corporation involved hundreds of social workers in one of his famous "brainstorming" sessions in the meeting dealing with techniques for "Achieving Purpose of Meeting."

These sessions because of the effective involvement of the total audience were among the liveliest at the Conference. The other two meetings dealing with the subject of "Planning Meetings" had Dr. David Jenkins, Director of the Group Dynamics Center at Temple University as speaker. He delivered a paper on the subject of Group Dynamics and engaged in considerable floor discussions after the presentation.

Frank Rooney.

The Committee on Public Relations sponsored two meetings. At one Edward L. Bernays, Public Relations Consultant of New York City presented a paper entitled "Are Your Public Relations In-Laws?" which was discussed by Joseph Reid, Executive Director of the CWLA and Ray Hilliard, Director Cook County Department of Welfare, Chicago. The basic issues which emerged can be summarized as follows:

1. Do we sacrifice too much of our public relations in the interest of raising money?
2. Do we rely too much on the cliché of the 'Orphan', thus preventing the public from getting a true picture of the complex community needs met by our agencies?
3. Do social workers add to the confusion held by the general public by emphasizing differences in practices, differences between public and private agencies, etc.?
4. Do we beam our efforts enough on the molders of public opinion?
5. Does social work have well defined objectives that can present a common image to the general public?
6. Does social work utilize adequate research to determine realistic and attainable public relations goals?
7. Do we have a realistic understanding of the extent of public appreciation and understanding of our services?
8. Can social work develop appropriate strategies in order to achieve public relations goals with various publics?

At the second meeting Edgar Dale of Ohio State University talked on Common Concerns, the Key to Communication. He said we are running behind in public relations. We can produce sound ideas faster than we can distribute them. The answer is better communication. Herbert Millman.

Committee on Social Research and Social Studies.

The Monday session which, under the title "By Industrial Standards, Are Social Workers Underpaid?" presented a job evaluation study of 600 case worker positions, seemed to point up one of today's major roadblocks in the recruiting of social workers and the holding of existing practitioners on the job. The large differential (especially in the higher professional positions) between industrial and social work rates of pay for the same jobs was brought out forcibly and

objectively in the study reported upon. One of the alternatives posed in the discussion period was the interesting proposition of increasing case work salaries to a level somewhat commensurate to similar jobs in industry, even though such action might mean the employment of fewer staff members and a corresponding restriction of service presuming that required additional funds were not forthcoming from the community.

At the Wednesday session the team approach in social research and social studies was demonstrated with progress shown in the use of social science techniques in the solving of practical social work problems. Kimball Johnson.

Elsa Volckmann was chairman of The Committee on Audio-Visual Aids which presented 36 films throughout the days of the forum.

Special services were provided for international visitors by the Council for International Visitors, a local Philadelphia coordinating body, under the auspices of the U. S. Committee of the International Conference of Social Work. They arranged home hospitality for approximately forty persons, held a special orientation session, arranged trips to local social agencies, helped with personal problems such as shopping, sight seeing and transportation. There was also an attractively furnished lounge for the use of the foreign visitors during their stay at the Auditorium. It is hoped that other local sponsoring committees will be stimulated to follow the example set in Philadelphia.

Associate Groups individually and in combined meetings presented a large number of meetings, several more than in recent years. They were well attended, many of them overflowing the capacity of the rooms assigned. Including these, there were 231 program meetings scheduled. The attendance of about 6500 made the 84th Annual Forum in Philadelphia one of the four largest in the history of the Conference. Many factors made it an outstanding forum, not least of these being the splendid work done by the local sponsoring committee.

The employment service which was manned by the Pennsylvania State Employment Service was again a popular adjunct. The ratio of jobs to applicants continues to climb. The urgent need for workers was indicated also by the greatly increased amount of advertising for applicants in the Daily Bulletin.

There were more exhibit and consultation booths than at any previous forum and there was more interest in them than usual.

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(Continued from Page 2)

The special paradoxes confronting the Conference include:

1. The Annual Forum — For Whom?

We have accepted as a basic principle that anyone interested in social welfare is welcome at the Annual Forum. Yet, some say that the treatment of subject matter must be on a high professional and technical level at all times geared to the professional interests of trained social workers.

2. The Annual Forum — Can it Be Newsworthy?

There are those who urge, "Let's get more public recognition for social welfare by using the Annual Forum to secure more coverage in the press, on the radio and TV." At the same time others say, "Let's have only speakers who are competent to speak authoritatively on social welfare matters" and "Why give 'the opposition' a platform?"

3. The Annual Forum — More or Less?

On the one hand we hear appeals for more small meetings, more intensive treatment of subject matter and increased opportunity for audience participation. Equally vocal are those who want fewer meetings to reduce the choices which must be made by the attenders and the competition for audiences, elimination of early morning and evening meetings and a shorter Annual Forum period. There have been persistent suggestions that the Annual Forum, which for 84 years has been an annual national conference, should be held biennially. Yet there are equally persistent proposals that the Annual Forum should be held more frequently in all parts of the country. Those who support the latter position maintain that ample opportunities do not exist for cross fertilization of ideas on a national level, and that in a country as large as this even when held annually the Forums are always located too far away for many who would like to attend.

4. Annual Forum — Who Performs and How?

We hear from some that there should be fewer manuscripts presented at the Annual Forum and more of the newer type of meetings, e.g., panels, buzz sessions, brainstorming, use of audio-visual aids, etc. And from others we hear that the Conference should print more manuscripts and make them available within a few days after the close of the Annual Forum.

If these paradoxes prove anything, it is that workers and laymen in social welfare come from a variety of backgrounds, have various motivations and diversified tastes. It is not my intention to explain the contradictions here, even if I could. However, there are some facts that need to be presented before we consider the dilemmas faced by the Conference.

The NCSW is a membership organization which any individual or organization interested in social welfare may join. Anyone wishing to do so may attend

the necessary education in order to achieve genuine professional status.

The Conference is not immune to these paradoxes confronting the field. For example: There is a strong current running to give major emphasis in the Annual Forum to specialized subject matter geared to those methods and techniques required by individual workers and agencies to improve their own immediate jobs. There are equally strong currents in the social welfare stream which stress two other seemingly incompatible positions, namely (a) that the Annual Forum should have as its major purpose to help social workers enlarge their areas of understanding and concern by stressing the broad social and economic questions facing our society; and (b) that the Annual Forum should focus on the generic aspects within the social welfare field and seek to discover common threads running through the field.

Not only do these latter positions imply that the Annual Forum should deal with subjects and problems which may be beyond the immediate concerns of the individual worker and organization, but those who support them suggest that this is essential if the Conference is to discharge its responsibility and play its rightful role in the social welfare field.

Providing the major forum activity in social welfare, the NCSW in addition to being subject to these paradoxes which face social work education and the profession also inherits additional ones growing out of the participation and activity of individuals and organizations outside of these segments of the social welfare family.

The profession of social work has not defined its peculiar role in contemporary society, and until it does there will be many periods of indecision and vacillation, which will be reflected in the NCSW.

Bearing these facts in mind, together with the paradoxes enumerated — paradoxes selected from many comments received in letters from members, annual meetings of NCSW members, discussions by NCSW committees and in meetings of members around the country — we now turn to the major dilemmas confronting the Conference.

The first is specialization, generic, or a "happy marriage" of the two — What should be the future focus or major emphasis of the Annual Forum program?

The second is to change or not to change — What changes should be made in the organization and structure of the Annual Forum and the conduct of meetings, in the light of apparent general satisfaction of the attenders?

The third is size — Should we or should we not attempt to determine the optimum registration for future Annual Forums and make our plans and arrange our financing within that framework?

I should add that these are my own personal thoughts on the paradoxes and resulting dilemmas facing the Conference. It is hoped that this statement of them will sharpen the issues and assist the Executive Committee and, ultimately, the members in answering the basic question which underlies them all — How can the Conference most effectively fulfill its function of providing a dynamic educational forum for the social welfare field which meets the needs not of the last generation but of the present?

JOE R. HOFFER.

NOMINATIONS FOR 1958 ELECTIONS

Officers

- For President: Robert MacRae, Executive Director, Welfare Council of Metropolitan Chicago, Chicago, Illinois
 For First Vice-President: John Tramborg, Director, State Department of Institutions and Agencies, Trenton, New Jersey
 For Second Vice-President: Joseph Bierne, President, Communication Workers of America, AFL-CIO, Washington, D. C.
 For Third Vice-President: Karl deSchweinitz, Professor, School of Social Welfare, University of California at Los Angeles, Los Angeles, California
 For Secretary: Jean Kallenberg, Spence-Chapin Adoption Agency, New York, N. Y.

Executive Committee

Regional Representatives (Regions II, V, and VIII)

One to be elected from each region

- Region II: Hugh Jones, President, Family Service Association of America, Utica, New York
 Charles F. Ferguson, Executive Secretary, Pennsylvania CIO Community Services Committee, Pennsylvania CIO Council, Harrisburg, Pennsylvania
 Region V: Shelton B. Granger, Executive Secretary, Minneapolis Urban League, Minneapolis, Minnesota
 Gisela Konopka, Professor, School of Social Work, University of Minnesota, Minneapolis, Minnesota
 Region VIII: Lillie H. Nairne, Director, Department of Public Welfare, Orleans Parish, New Orleans, Louisiana
 Sister Mary Immaculate, Professor of Social Group Work, Worden School of Social Service, Our Lady of the Lake College, San Antonio, Texas
 For members-at-large (Professional persons in social work) Two to be elected
 Robert M. Ball, Deputy Director, Bureau of Old Age and Survivors Insurance, Social Security Administration, Baltimore, Md.
 Clark W. Blackburn, General Director, Family Service Association of America, New York, N. Y.
 William T. Kirk, Executive Director, International Social Service, American Branch, New York, N. Y.
 Sanford Solender, Director, Jewish Community Center Division, National Jewish Welfare Board, New York, N. Y.
 For members-at-large (Laymen and persons from related fields) Two to be elected
 Frederick Storey, (Board member, Family Service Association of America) Atlanta, Georgia
 John G. Thompson, Board member, National Travelers Aid Association, Miami, Florida
 Two to be announced

Committee on Nominations

Regional Representatives (Regions II, V, and VIII)

One to be elected from each region

- For Region II: Ralph Ormsby, Executive Director, Family Service of Philadelphia, Philadelphia, Pennsylvania
 One to be announced
 For Region V: Opal Boston, School Social Work Consultant, Social Service Department, Indianapolis Public Schools, Indianapolis, Indiana
 Bess Craig, Regional Representative, Child Welfare, Department of Health, Education, and Welfare, Chicago, Illinois
 For Region VIII:
 Two to be announced
 For members-at-large (Professional persons in social work) Two to be elected
 Pearl Bierman, Medical Care Consultant, American Public Welfare Association, Chicago, Illinois
 Alexander F. Handel, Director of Community Relations, American Foundation for the Blind, New York, N. Y.
 Merrill F. Krughoff, Director, Community Planning Division, United Community Funds and Councils of America, New York, New York
 Mrs. Geneva Mathiasen, Executive Secretary, The National Committee on the Aging, The National Social Welfare Assembly, New York, N. Y.
 For members-at-large (Laymen and persons from related fields) Two to be elected
 Kenneth E. Pohlmann, Rehabilitation Director, United Mine Workers of America, Welfare & Retirement Fund, Washington, D. C.
 Cecil G. Sheps, M.D., Executive Director, Beth Israel Hospital, Boston, Massachusetts
 Jane D. Sutherland, Consultant on Health & Welfare Services, Association of the Junior Leagues of America, New York, N. Y.
 One to be announced

SECTION I—SERVICES TO INDIVIDUALS AND FAMILIES

(All candidates from the San Francisco Area)

- For Chairman (one to be elected): Chauncey Alexander, Executive Director, Los Angeles County Heart Association, Los Angeles, California
 Ronald Born, Director of Public Welfare, San Francisco Public Welfare Department, San Francisco, California
 For Vice-Chairman (one to be elected): Manuel Kaufman, Deputy Commissioner, City Department of Public Welfare, Philadelphia, Pennsylvania
 Jane W. McKaskle, Area Deputy, California State Department of Social Welfare, San Francisco, California
 For Committee Members
 Professional Persons in Social Work (Three to be elected)
 Azile H. Aaron, Regional Representative, Region IX, Bureau of Public Assistance, Department of Health, Education, and Welfare, San Francisco, California
 Brenda Fischer, Adoptions Supervisor, State Department of Social Welfare, San Francisco, California
 Glenn H. Johnson, Chief, Social Work Service, Veterans Administration, San Francisco, California
 Andrew F. Juras, Assistant Administrator, Oregon State Public Welfare Commission, Portland, Oregon
 Two to be announced

- For members-at-large (Laymen and persons from related fields) (one to be elected)
 Arthur R. Hellender, Assistant Secretary, Central Labor Council of Alameda County, AFL-CIO, Oakland, California
 One to be announced

SECTION II—SERVICES TO GROUPS & INDIVIDUALS IN GROUPS

(all candidates from the Detroit area)

- For Chairman (one to be elected): Mrs. Jane Costabile, Planning Director for Services to Groups, United Community Services, Detroit, Michigan
 One to be announced
 For Vice-Chairman (one to be elected): Mrs. J. Howard Stephenson, President, National Federation of Settlements, Riverside, Canada
 One to be announced
 For Committee Members
 Professional Persons in Social Work (Three to be elected)
 Emeric Kurtagh, Executive Director, Neighborhood Service Organization, Hamtramck, Michigan
 Olga Madar, Director Recreation Department, UAW, Detroit, Michigan
 Four to be announced
 For members-at-large (Laymen and persons from related fields) (one to be elected)
 Two to be announced

SECTION III—SERVICES TO AGENCIES & COMMUNITIES

(All candidates from the New York City area)

- For Chairman (one to be elected): Morris Zelditch, Director of Social Planning, Council of Jewish Federations, New York, N. Y.
 Joseph H. Reid, Executive Director, Child Welfare League of America, New York, N. Y.
 For Vice-Chairman (one to be elected): Two to be announced
 For Committee Members
 Professional Persons in Social Work (Three to be elected)
 Mrs. Irene Farnham Conrad, Director, Department of Borough Planning and Community Coordination, New York City Youth Board, New York, N. Y.
 John C. Hill, Director, Research Center, New York School of Social Work, New York, N. Y.
 Mrs. Louise N. Mumm, Staff Consultant, National Social Welfare Assembly, New York, N. Y.
 Philip E. Ryan, Executive Director, National Health Council, New York, N. Y.
 William J. Villaume, Executive Director, Department of Social Welfare, National Council of Churches, New York, N. Y.
 One to be announced
 For members-at-large (Laymen and persons from related fields) (one to be elected)
 Mrs. Katharine D. Harvey, New York, N. Y.
 Ira S. Robbins, Executive Vice-President, Citizens' Housing and Planning Council, New York, N. Y.

50 Year Members

Special certificates were awarded to three agency members and three individual members in Philadelphia for 50 years of continuous membership in the Conference. The agencies were:

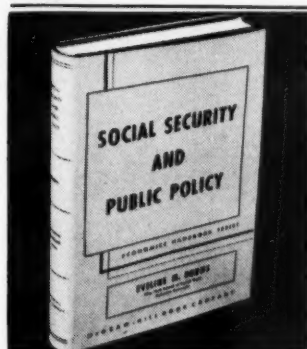
Boston Children's Service Association
 Family Service Society of Buffalo
 Pillsbury Settlement House in Minneapolis

The following individuals received plaques on which the certificates were mounted:

Roger N. Baldwin, New York City
 James Elbert Cutler, Cleveland
 Mrs. Eva Whiting White, Waban, Mass.



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MENTAL HEALTH LITERATURE

A recent publication of the Mental Health Education Unit, Smith, Kline and French Laboratories, entitled "A New Chapter", is available upon request free of charge. The booklet is intended for the discharged or furloughed mental patient and will be of interest to professional personnel working with these people.

The manuscript for "A New Chapter" was reviewed by a number of mental health directors, state hospital superintendents, private psychiatrists, general practitioners, social workers, workers in voluntary mental health organizations, and discharged patient groups—making up a total of some 30 people. It has been approved for use in 46 states, the exceptions being New York and New Hampshire.

The Unit is also able to supply copies of the National Mental Health Committee report, "Has Intensive Therapy Paid Off?". This report highlights the dramatic increase in the discharge of patients from state hospitals since 1956 and notes the need to capitalize on this accelerated discharge rate. It has received the attention of legislators and lay mental health workers throughout the country and is recommended for both lay and professional workers.

Both of these items may be ordered in any quantity as long as supplies last. Requests should be addressed to the Mental Health Education Unit, Smith, Kline & French Laboratories, 1530 Spring Garden Street, Philadelphia 1, Pennsylvania. Allow two weeks for delivery.

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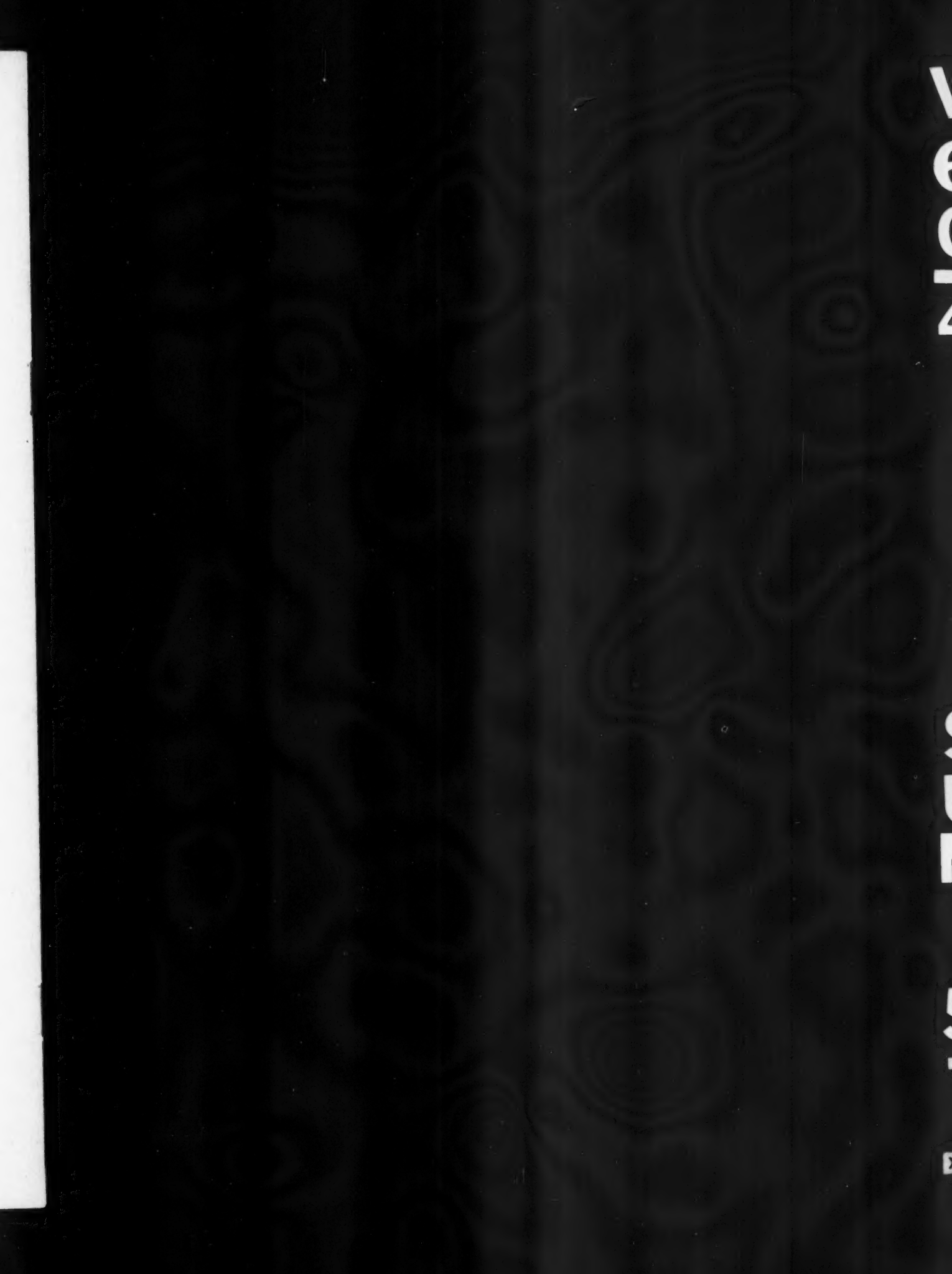
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